



**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL DISTRICT OF POLK COUNTY,
FLORIDA AND
THE POLK EDUCATION ASSOCIATION, INC.**

**2024-2025
COLLABORATIVE PLANNING – INSTRUCTIONAL STAFF IN
DIFFERENTIATED ACCOUNTABILITY SCHOOLS WILL BE
ALLOWED UP TO 2 HOURS OF PLANNING OUTSIDE OF
INSTRUCTIONAL TIME IN RETURN FOR PARTICIPATING IN
ONE ADDITIONAL 45-MINUTE ADMINISTRATOR DIRECTED
PLANNING PERIOD.**

- Auburndale High School**
- Crystal Lake Elementary School**
- Crystal Lake Middle School**
- Kathleen High School**
- McLaughlin Academy of Excellence**
- North Lakeland Elementary**
- Stambaugh Middle School**

The **SCHOOL DISTRICT OF POLK COUNTY, FLORIDA** (D/B/A Polk County Public Schools) (**PCPS/District**) and the **POLK EDUCATION ASSOCIATION, INC. (PEA)** as evidenced by the respective signatures below, are parties hereto and agree to this Memorandum of Understanding (MOU) as more specifically set forth herein.

WHEREAS the PEA is the certified bargaining agent for the district; and, the District is the employer and party to the Teacher Collective Bargaining Agreement (CBA) with the PEA; and,

WHEREAS PCPS is actively working to enhance the quality of Professional Learning Community and Planning meetings, and the introduction of minimum standards aims to create a more effective and focused academic environment for students and educators alike. The additional school-lead PLC and Planning opportunities would assist in analyzing student data and increasing student achievement.

WHEREAS 6A-1.099811 School Improvement State System of Support for Deficient and Failing Schools. The purpose of this rule is to set forth the School Improvement (SI) State System of Support for Deficient and Failing Schools pursuant to Section 1008.33, F.S., by establishing differentiated intervention and support strategies for traditional public schools, delineating the responsibilities of the school, district and Department of Education (Department), setting timelines for intervention and support strategies, prescribing reporting requirements to review and monitor progress of schools, and setting forth submission and approval criteria for Turnaround Option Plans.

WHEREAS, Polk County School District will submit to the Department a Memorandum of Understanding (MOU) required by Section 1001.42(21).



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NOW, THEREFORE, with the mutual goal of increasing student achievement, the parties agree to the additional time for a school led PLC or Planning. This additional time will allow schools to conduct an extra school-led PLC or Planning session per week for seven (7) identified Differentiated Accountability schools.

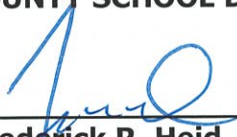
Teacher Duties and Stipend Compensation

The additional one (1)-45-minute admin-directed planning period will be voluntary for instructional staff at the several DA (Differentiated Accountability) schools. In return, instructional staff will be compensated at their regular hourly rate of pay for two (2) hours per week of self-directed or collaborative planning outside their contractual time. The extra Planning or PLC is in addition to the (1)-45-minute admin directed planning period that is scheduled currently with teachers, administratively led. This grant-funding admin-directed planning period will not follow the shortened week provision for one (1)-45-minute regular admin-directed planning in the Teacher CBA. Every week administration will conduct (1)-45-minute planning period of planning regardless of an abbreviated work week. The (2) hours per week are to be documented on a Special Activity Payroll Log to be processed for the following month-end pay period.

This Memorandum of Understanding will expire on June 30, 2025.

POLK EDUCATION ASSOCIATION, INC. POLK COUNTY SCHOOL DISTRICT

By:  10/22/24
Stephanie Yocum
President
Polk Education Association

By:  10/22/24
Frederick R. Heid
Superintendent
Polk County Public Schools

- c: Jason Pitts, Deputy Superintendent, Chief of Staff
- Brian Warren, Associate Superintendent, Human Resource Services
- Nicole Bennett, Regional Assistant Superintendent, Transformation
- Andrew Baldwin, Senior Director, Federal Programs
- Tara McDowell, Senior Director, Payroll Department, Business Services
- Dr. Curtis Williams, Senior Director, Human Resource Services
- Alyson Dort, Director, Title I, Federal Programs